



# **Military Programs Reengineering**

## **INFORMATION BRIEFING**

**9 October 1998**



# Reengineering: it's a journey *and a destination!*

- **Where we were:**
  - The manifest : change was and is inevitable.
  - The original flight plan: July 10 Town Hall.
- **Where we are**
  - The first leg: what we've done.
- **Where we're going**
  - Course corrections: next steps
  - Connecting flights: individual plans
  - ETA: on target -- superb installation support!



# The MP Reengineering Process

- **Goal**

- Reengineer the Directorate of Military Programs (DMP) to support the **Army** better by making the Directorate more effective, efficient, and customer-oriented, with particular emphasis on installation support embedded throughout the organization.

- **Objectives**

- **Improve Service to the Army**
- Eliminate Duplication
- Streamline Processes
- Drive Down Costs - Drive Up Quality
- Implement Life-cycle Mgt. Principles

- **Metrics**

- Improved Services to the **Army**
- Improved **Quality** of Products
- **Retain Policy** in the Headquarters
- **Place Execution** in the Field
- Improved Customer **Perception** of USACE
- Conserved **Resources**
- Increased **Efficiency**
- Improved Svcs. to **Non-Army Customers**
- **Minimum Disruption** of Staff
- **Reasonable Cost**

**Revolutionize  
Effectiveness**

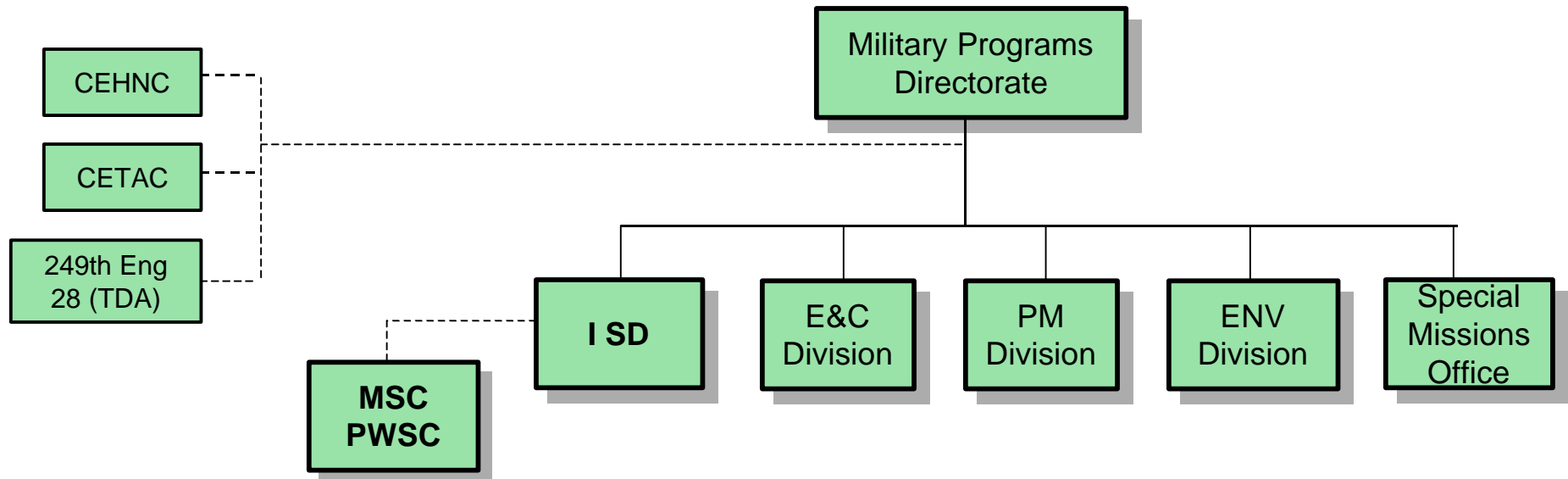
- **Develop MP Reengineering Concept and Plan**
- **Decision Briefing to the Chief of Engineers**
- **Briefing to the Union**
- **Briefing to Employees**

*One Corps, One Regiment, One Team . . . Serving Soldiers, the Army, the Nation*



# Where we were: Tomorrow's Organization

(as briefed 10 July 1998)



- Consolidate Classified Missions into one Special Missions Office (SMO)
- Consolidate all design and construction policy into one organization
- Collocate Medical Facilities Office with OSD Medical Programming Office
- Create Installation Support Division (ISD)
- Transfer IS Reinvention Function to ISD
- Create MSC Public Works Service Centers at 7 MSCs from CPW resources



# Where we were: FTE summary

(as briefed 10 July 1998)

<u>Function</u>	<u>Today FTEs</u>	<u>Tomorrow FTEs</u>
• Engineering & Construction	86	56
• Center for Public Works	172	0 (163 Dir. - 9 Reimb.)
• Installation Support Division	0	40
• Reinvention Center	5	0
• Special Missions Office	4 (TRAMO)	12 (TRAMO + PREP)
• MFDO (included in E&C)	0	16
• PWSC	0	56
• Central Support Functions (Included in CPW)	0	40
	<u>267</u>	<u>220</u>

**Savings → 47 FTEs after FY03  
(0 Reimbursable)**

IFSM O&M 17 FTE  
Utility Priv. 11 FTE  
FEMP 4 FTE  
PW Tng. 5 FTE

CEHNC

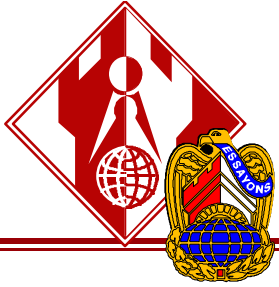
Reimbursable 3 FTE:  
USAREUR Tng. - USAREUR  
Paver Implement - CEWES  
Lead Paint Remove/  
Asbestos Abatement

CENWO



# Implementation Plan

<u>Milestones</u>	<u>Action</u>	<u>Cost</u>	
• 1 Jun 98	- Reassign CPW staff to fill PREP Vacancies (4 FTE)	0	
• 2-9 Jul 98	- Brief ASA(I&H), DCSOPS, ASA(M&RA) and ACSIM	0	
• 9 Jul 98	- Brief Union (Pulaski) (AM Briefing)	0	
• 10 Jul 98	- Brief CPW & CEMP (PM Briefing)	0	
• 1 Oct 98	- Rename CPW as Installation Support Center (ISC)	0	
	- Establish Installation Support Div (ISD) (w/ detailed Staff)	0	
	- Transfer Reinvention Center Function to ISD	0	
	- Establish PWSCs & Transfer 7 FTE Vacancies from ISC	\$0.6M	FY99 \$0.6M
• 1 Jan 99	- Transfer ISC positions to PWSCs (49 FTE)	\$3.0M	
• 1 Oct 99	- Transfer ISC Central Support Functions (40 FTE)	\$2.1M	
	- Abolish 12 FTE from E&C	\$0.3M	
	- Abolish 27 FTE remaining ISC positions	\$0.7M	
	- Transfer 46 FTE to ISD, E&C, SMO from ISC	\$0.3M	
	- Transfer MFDO to DoD Medical (16 FTE)	\$0.9M	FY00 \$7.3M
	- Disestablish CPW	0	
<b>GRAND TOTAL:</b>			<b>\$7.9M</b>



# Where we are: on course!

- ✓ Activated the Transition Team
- ✓ Set chain of command for 249th Engineer Battalion
- ✓ Defined missions, functions & structure for ISD
- ✓ Completed VSIP 30 Sept.--20 departures (12 from HQ, 8 from CPW)
- ✓ Changed CPW to ISC effective 1 October 1998
- ✓ Renamed PWSC as ISO and established ISO locations
- ✓ Developed proposed ISO staffing profile



## **Installation Support Office (ISO) Locations**

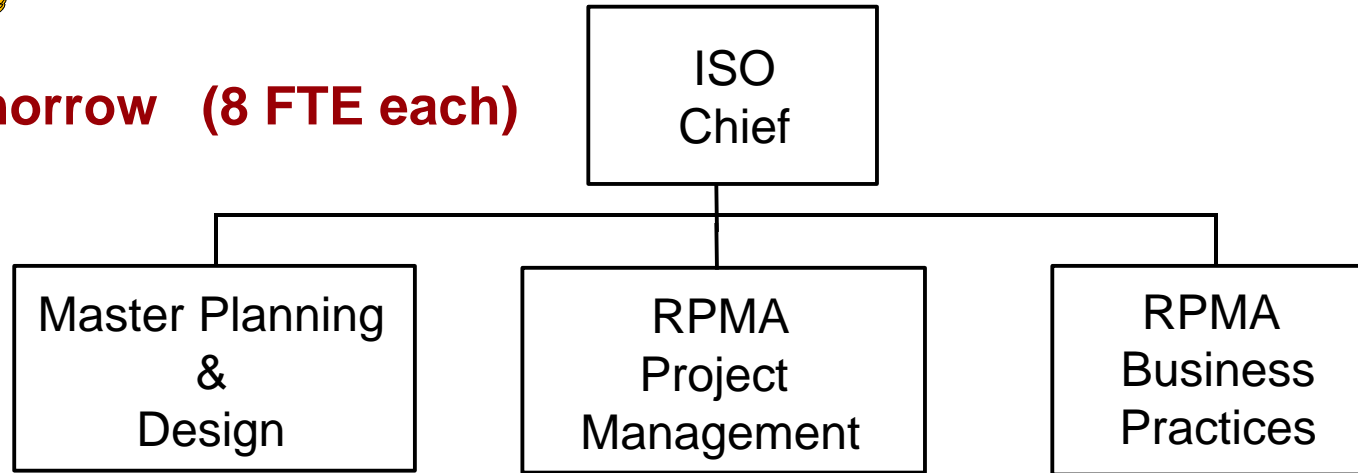
- **NWD: Kansas City & Seattle Districts**
- **SPD: Sacramento / Irwin / Huachuca**
- **LRD: Louisville District**
- **SWD: Dallas-Ft. Worth / Ft. Polk**
- **NAD: Ft. Hamilton / USAREUR**
- **SAD: Savannah & Mobile Districts**
- **POD: Honolulu & Korea**





# Installation Support Office

**7 ISO Tomorrow (8 FTE each)**



## ISO Office

01	Supervisory General Engineer	14 0801
02	Interdisciplinary General Engineer	13 0801
03	Interdisciplinary General Engineer	13 0801
04	Interdisciplinary General Engineer	12 0801
05	Interdisciplinary General Engineer	12 0801
06	Public Works Management Spec	13 0301
07	Public Works Management Spec	12 0301
08	Public Works Management Spec	12 0301



# Where we're going: next steps to seamless reengineering

- **Initiate outplacement assistance activities (Oct 98)**
- **Decision briefing to the Chief (Oct 98)**
- **Match faces to spaces -- mitigate impacts (Dec 98)**
- **Notify people in “no-match” positions (Dec 98)**
- **Stand-up and staff ISOs (Jan 99)**
- **Maintain and enhance customer service (On-going)**



# EAP / ACAP Career Planning Event!!!

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- ***What:*** Orientation to learn about:
  - Courses
  - Resume writing
  - Placement assistance
- ***Where:*** Kingman Building, Hearing Room
- ***When:*** 15 October 1998, 1000-1200 hrs.
- ***Who:*** All interested employees!